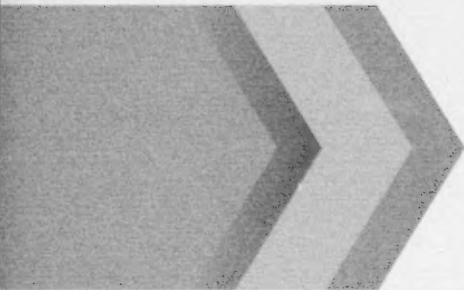


Accountability Report

2015–2016



Communities, Culture
and Heritage



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1. Accountability Statement

The Accountability Report of the Department of Communities, Culture and Heritage for the year ended March 31, 2016 is prepared pursuant to the Finance Act and government policies and guidelines. These authorities require the reporting of outcomes against the Department of Communities, Culture and Heritage Statement of Mandate for the fiscal year just ended. The reporting of the Department of Communities, Culture and Heritage outcomes necessarily includes estimates, judgments and opinions by Department of Communities, Culture and Heritage management.

We acknowledge that this Accountability Report is the responsibility of Department of Communities, Culture and Heritage management. The report is, to the extent possible, a complete and accurate representation of outcomes relative to the goals and priorities set out in the Department of Communities, Culture and Heritage 2015-2016 Statement of Mandate.

Original signed by

Honourable Tony Ince
Minister

Original signed by

Tracey Taweel
Deputy Minister

2. Message from the Minister and Deputy Minister

The department's successes reflect strongly on our continued work to preserve, protect, promote and present Nova Scotia's arts, culture, heritage, identity and languages, while supporting a culture of life-long learning throughout Nova Scotia.

CCH is working to strengthen communities and arts, culture, heritage and languages by continuing work on the Culture Index, which aims to understand Nova Scotians' participation, awareness and opinion of the value of culture. From this tool, we've heard that residents believe that culture and the organizations that support culture are important to local economies, and Nova Scotians recognize the personal impact of culture.

Nova Scotians have long understood the social importance of culture. Now we are beginning to better understand the economic importance of culture. Recent statistics tell us that culture generates approximately 2.7% of Nova Scotia's GDP and creates almost 14,000 jobs.

To help us grow the creative economy, Nova Scotia launched the Creative Industries Fund in 2016. This fund will help creative enterprises grow and succeed, particularly in export markets.

Work continues on the province's first Culture Action Plan. A Steering Committee has worked diligently to advance the plan, gathering priorities and suggestions from culture stakeholders for government action to preserve, develop and celebrate our vibrant culture. The action plan will provide policy direction to government for the support, development and celebration of Nova Scotia's vibrant and dynamic culture.

Our province is a place of history, celebration, and culture. Over the past year, we played a central role in promoting life-long learning in our museums, libraries and archives. We supported the first Archives, Museums and Libraries Conference in September 2015. Five pilot projects of the new Museums in the Schools Program for grade five students, working with students from Mount Saint Vincent University, were completed: two at the Museum of Natural History, one at the Fisheries Museum of the Atlantic, and two at the Highland Village Museum.

Throughout the fiscal year, CCH continued to provide programming to enable people of all cultural identities to express themselves. In particular, the Offices of African Nova Scotian Affairs, Acadian Affairs and Gaelic Affairs played a critical role in language preservation, cultural promotion and advocacy.

Our past is such an important part of our future. We are proud of our accomplishments during the year, many of which would not have been possible without the constant hard work and dedication of volunteers, our staff, and our partners. Looking forward, we know we will continue to support cultural industries and foster artistic and expressive excellence, celebrating our communities and economy.

3. Financial Results Fiscal Year 2015-16

Communities, Culture, Heritage			
	2015-2016 Estimate	2015-2016 Actual	Variance 2015-2016
Program & Service Area	(\$thousands)	(\$thousands)	(\$thousands)
Gross Departmental Expenses:			
Office of the Minister and Deputy Minister	557	491	(66)
Culture and Heritage Development	15,020	15,359	339
Communities, Sport and Recreation	1,075	1,406	331
Archives, Museums and Libraries	34,957	36,886	1,929
Planning Secretariat	4,738	4,653	(85)
Acadian Affairs	2,034	1,932	(102)
African Nova Scotian Affairs	829	789	(40)
Gaelic Affairs	480	488	8
Art Gallery of Nova Scotia	2,147	2,232	85
Total Gross Departmental Expenses (Note1)	61,837	64,236	2,399
Fees and Other Charges (Note 2)	1,552	1,709	157
Ordinary Recoveries (Note 3)	4,718	5,292	574
Provincial Funded Staff (FTEs) – Net (Note 4)	220.6	203.7	(16.9)

Significant Variance Explanations: 2015-2016 Estimate to 2015-2016 Actual

Note 1: Total Gross Departmental Expenses

Expenditures were \$2.4 million or 3.9% higher than budget primarily due to the settlement resolving the Bluenose II delay claims \$2 million, increased expenses related to recoveries \$574K (see Note 3) offset by temporary vacancy and operating savings (\$174K).

Note 2: Fees and Other Charges

Fees and Other Charges were \$157K or 10.1% higher than budget due to increased admission revenue at Museum Sites.

Note 3: Ordinary Recoveries

Ordinary Recoveries were \$574K or 12.2% higher than budget due to increased recoveries for Support4Culture \$253K, Winkworth collection \$197K, Community Access Program \$138K, offset by decreases to other miscellaneous recoveries (\$14K).

Note 4: Provincial Funded Staff (FTEs) – net

Provincially funded staff were 16.9 FTEs lower than budget due to temporary staff vacancies.

2.3 Measuring Our Performance

CCH Strategic Priority 1: Innovative Organization		
An engaged, accountable and creative work force exhibiting best practices and innovation in the delivery of programs and services for Nova Scotians.		
Outcome	Measure	Strategic Actions to Achieve Target
CCH will be an effective and best practice organization where innovation, creativity and diversity are supported, communicated and championed.	Enhance client experiences	• Implement the online scalable grants management project to coordinate applications for department funding programs. • Collaborate with the Library Boards Association of NS, the Council of Regional Librarians and municipal councils to develop a renewed funding model for annual operating grants to libraries. • Improve sustainability of the NS Museum System. • Quantify and communicate the economic and social value of culture through the release of the results of the national Culture Satellite Account, CCH's Culture Index and sensemaking projects. • Develop a broad range of partnerships with health entities (DHW, IWK, NSHA) promoting the value of libraries as community spaces and information resources that support healthy communities and citizens. • Develop a comprehensive Culture Strategy to provide policy direction to government for the support, development and celebration of Nova Scotia's vibrant culture. • Establish a project management office and deliver related training to staff. • Initiate a comprehensive review of performance outcomes and measures for CCH.

CCH Strategic Priority 1: Innovative Organization

An engaged, accountable and creative work force exhibiting best practices and innovation in the delivery of programs and services for Nova Scotians.

Outcome	Measure	Strategic Actions to Achieve Target
		• Complete the review of <i>Public Archives Act</i> and participate in a complementary review of the <i>Government Records Act</i>. • Conduct consultation with municipalities and recommend amendments to the <i>Heritage Property Act</i>; develop subsequent regulations following approval of legislative amendments. • Develop a provincial policy for French-language training in Nova Scotia for public servants.
CCH Workplace is an environment where employee engagement is recognized and promoted as an essential contributor to overall wellbeing of its employees and success of the department	Delivery of programs and training to support employee engagement	• Develop and implement an accountability structure for employee engagement (to include committees such as OH&S, psychological health and safety, diversity, etc.).

Measure: Enhanced Client Experiences

This measure speaks to understanding how and why clients interact with the department / divisions and their success and ease during this process. Tools built internally by department staff facilitate enhanced external client services. In addition to client satisfaction, this measure is about using innovation to improve departmental services. This measure also includes projects undertaken to ensure employee engagement and psychological health and safety, which overall contributes to a positive workforce with whom our clients interact. The initiatives outlined below are contributing to enhancing client experiences and providing the department with new information to continue to build and improve these experiences.

Results

- The departmental online grants management project conducted a pilot of the online scalable system with internal and external stakeholders for a variety of funding programs. Stakeholder feedback identified additional improvements for the solution that would enhance overall process for applicants. The department has begun work towards these improvements in preparation for the rollout to the public in the 2016-17 fiscal year.
- CCH has also developed a unique application review model designed to serve program areas specific to the creative industries. Programs that serve the creative industries now use a 'responsive' administrative model and rely heavily upon staff who possess specific sector knowledge and work closely to counsel clients prior to the submission and review of applications.
- The Library Funding Review Committee's work continued in 2015-16. A report and recommendations were shared with all Regional Librarians and Library Boards in January 2015. At the Minister's request, all Library Boards were invited to provide additional feedback. Provincial Library staff are compiling the responses to the report and recommendations and will incorporate the feedback into the final submission.
- The department created a new position, Director of Visitor Services and Partnerships, to lead and develop a fiscally and culturally sustainable Nova Scotia Museum, with an emphasis on partnerships and initiatives with stakeholders.
- CCH supported a partnership with the Council of Rural Librarians and the Nova Scotia Health Authority that resulted in the publication of an article on the contribution of libraries to health.
- Work continued on the development of the province's Culture Strategy in 2015-16, now known as the "Culture Action Plan". The development of the Culture Action Plan is overseen by a Steering Committee comprised of the Deputy Ministers of Communities,

Culture and Heritage, Education and Early Childhood Development, Business, Finance and Treasury Board, Office of Planning and Priorities, Executive Council, Communications NS, NS Business Inc., and the Chair of the Creative Nova Scotia Leadership Council. In 2015-16 CCH gathered ideas from culture stakeholders on priorities and suggestions for government action to preserve, develop and celebrate our vibrant culture. Stakeholder engagement was conducted from December 2015 to March 2016 and included 195 organizations across the culture community. Input was gathered through 14 workshops in communities around Nova Scotia and an online survey with over 1000 responses. Broader public consultation took place from May 19 to June 30 in 2016. This involved a communications strategy, online portal and survey, public engagement events in communities and opportunities for Nova Scotians to provide input through creative expressions such as art, songs or poetry.

- Initial planning was completed to establish the Project Management Office. The work plan of the office was determined and a job description for a Project Manager was developed. It is anticipated that this initiative will move forward in 2016-17.
- A statement of work was drafted to undertake a review of performance outcomes and measures for funding programs. This work will be completed in 2016-17.
- Final legal review and preparation of an amended *Public Archives Act* was completed for the spring session 2016 of the NS House of Assembly. Participation in a complementary review of the *Government Records Act* was completed at the same time.
- Consultation documents were prepared and distributed to all Nova Scotia municipalities, in addition to other targeted stakeholders on proposed amendments for the Heritage Property Act. Proposed legislative amendments were introduced into the Nova Scotia House of Assembly in fall 2015 and received Royal Assent on December 18, 2015.
- Acadian Affairs, through government's French-language Services Coordinating Committee, is developing a needs assessment plan which will inform policy/guidelines related to identifying priority areas for French language training in the province.

Measure: Delivery of programs and training to support employee engagement

This measure includes the delivery of initiatives related to employee engagement. Highly engaged and motivated employees provide great service to clients.

- A new engagement framework was developed and implemented in 2015-16 to ensure senior leadership accountability for employee engagement. Six committees were established, each co-chaired by a member of the senior leadership team and a CCH employee. The six committees are: Visible Leadership, Health and Wellness, Social Planning, Training and Development, Awareness Building and Rewards and Recognition. The activity of each group is communicated regularly, increasing both engagement and awareness throughout the department.

CCH Strategic Priority 2: Stewardship and Life-long Learning		
CCH will strengthen communities by: preserving, protecting, promoting and presenting Nova Scotia's arts, culture, heritage and languages; and, working to support a culture of life-long learning throughout Nova Scotia.		
Outcome	Measure	Strategic Actions to Achieve Target
Nova Scotia is a province demonstrating pride and appreciation of the identity of communities to which we belong to positively shape our future and inspire us to share with others.	Participation in Culture	• Develop options and a new evaluation process for the Community Museum Assistance Program, in partnership with the Association of Nova Scotia Museums. • Work with the Atlantic Publishers Marketing Association to provide e-books of Atlantic publishers to NS library users. • Support and identify opportunities for the African Nova Scotian Cultural Tourism Association to increase tourism revenues and awareness of African Nova Scotian culture and history. • Develop a strategy to connect Gaelic to tourism development through entrepreneurship, training and marketing. • Continue work with Saint Mary's University on the implementation of a collaborative plan to protect NS underwater heritage resources.

CCH Strategic Priority 2: Stewardship and Life-long Learning

CCH will strengthen communities by: preserving, protecting, promoting and presenting Nova Scotia's arts, culture, heritage and languages; and, working to support a culture of life-long learning throughout Nova Scotia.

Outcome	Measure	Strategic Actions to Achieve Target
		• Pilot and evaluate a new "Museums in the Schools" program for grade five students with Mount Saint Vincent University. • Finalize the "Toolbox for Museum School Programs", in partnership with Department of Education and Early Childhood Development; to be released fall 2015. • Develop an action plan to guide Nova Scotia's participation in Canada 150 celebrations. • Expand Gaelic Bunn is Barr partnership by engaging additional institutions in curriculum planning and delivery. • Celebrate the opening of the new Black Loyalist Heritage Centre and its inclusion into the Nova Scotia Museum system. • Continue work to accurately represent African Nova Scotian community history through the Community Voices project.
	Life-Long Learning opportunities	• Provide support to the first Archives, Museums and Library Conference in September 2015, which marks the first time all three sectors will deliver a joint conference supporting professional development for the sector. • Increase the number of Community Voices profiles to capture and learn about the history of African Nova Scotian communities.

Measure: Participation in Culture

- Over the past two years, a new tool, the Culture Index, has been developed for gathering information about how Nova Scotians perceive the value of culture. The initiative collects primary data by surveying Nova Scotians and establishes data from which future changes can be measured.
- The survey asked Nova Scotians questions under five headings: Perceptions of Culture, Cultural Organizations, Support for Culture, Investment in Culture and the Impact of Culture.

Highlights from the 2016 Nova Scotia Culture Index Study:

- Residents believe that cultural organizations are important to local economies. In particular, cultural organizations generate and support creativity and are critical to the sustainability of residents' communities. A large majority support government investment and support for culture organizations. A large majority indicate that citizens and the private sector should support culture through donations and participation.
- Nova Scotians recognize the personal impact of culture. Culture helps to create community identity, brings people together, and attracts visitors and new residents. The vast majority indicated that culture makes them proud of where they live, increasing engagement and participation among citizens.
- CCH collaborated with the Association of Nova Scotia Museums (ANSM) reviewing best practices and standards from other jurisdictions to develop a new independent evaluation process for Community Museum Assistance Program (CMAP) sites. All 67 community museums will be evaluated in 2016-2017.
- The Atlantic Canadian eBook Collection was launched in August, 2015. The collection includes almost 600 titles, the majority of which have proven to be very popular with Nova Scotian library users. An additional 150 titles will be included in the collection in 2016-2017.
- African Nova Scotian Affairs (ANSA) distributes a Cultural Assets Brochure to more than 20 organizations. ANSA also supported African Nova Scotian representation at the annual Travel Professionals of Colour (TPOC) Conference. This resulted in more than 60 inquiries about African Nova Scotian heritage and culture for government and community organizations.

- Gaelic Affairs worked on developing a strategy to provide greater information on Gaelic cultural tourism to our visitors. Working with communities to help build tourism offerings focused on Gaelic cultural tourism, this work included liaising with School of Tourism, Cape Breton University and sharing at the Growing our Creative Economy Conference in 2016.
- Five pilot projects of the new Museums in the Schools Program for grade five students, working with students from Mount Saint Vincent University, were completed: two at the Museum of Natural History, one at the Fisheries Museum of the Atlantic, and two at the Highland Village Museum.
- The Toolbox for Museums School Programs initiative, in partnership with the Department of Education and Early Childhood Development, was launched at the Archives, Libraries and Museum Conference on September 28, 2015. Workshops were held at five sites including the Canadian Museums Association Annual National Conference in April 2016.
- Planning was undertaken for the development of the Province's plan for Canada 150, which launched on July 1, 2016.
- Gaelic Affairs' mentoring program, Bun is Barr, expanded partnerships with Baile nan Gàidheal/Highland Village Museum and Colaisde na Gàidhlig/Gaelic College in 2015-16. This partnership has facilitated the enhancement of professional development days for Bun is Bàrr mentors.
- The Nova Scotia Museum (NSM) welcomed the Black Loyalist Heritage Center as its 28th site in June 2015. CCH supported the completion of the new facility providing advice, content development and provision of artifacts.
- During African Heritage Month, ANSA successfully recorded four Community Narrations as part of the Community Voices Program. These recording were part of a visual/audio display at the Museum of Natural History.

Measure: Life-long learning opportunities

Providing educational products and opportunities is integral to core service delivery:

- CCH supported the first Archives, Museums and Libraries Conference in September 2015. Staff participated on the planning committee and delivered sessions and workshops. All three sectors were well represented and conference attendance exceeded expectations with over 200 participating. The combined professional development conference provided excellent opportunities for collaboration.

- ANSA completed two new Community Voices Profiles and also organized two community conversations/workshops on the Community Voices Program.

CCH Strategic Priority 3: Creative Economy and Artistic Excellence		
CCH will contribute to revitalizing Nova Scotia's communities and economy by supporting cultural industries and fostering artistic and expressive excellence and celebration.		
Outcome	Measure	Strategic Actions to Achieve Target
Nova Scotia's creative communities are contributing to increased economic growth, quality of life and sense of belonging.	Size of the culture sector (GDP)	• Develop and enhance NS museums and archives e-commerce sites in collaboration with Service NS. • Initiate work to identify opportunities to support cultural product development and easier access to cultural products. • Develop navigation tools for individuals and communities related to the creation of cultural businesses. • Develop, in partnership with Ross Farm, social enterprise and other business model options for the museum to generate sources of revenue. • Contribute to protecting and maintaining the French language by working with Acadian and francophone community media to strengthen their business models. • Work in partnership with Nova Scotia Business Inc. to advance the creative economy.

Measure: Size of the culture sector (GDP)

The Culture Satellite Account (CSA) was successfully developed through a joint effort from the Government of Canada, all provinces and territories, numerous municipalities, and a number of non-governmental organizations. The CSA offers regular, credible estimates of gross domestic product (GDP), total output, employment, and other economic measures which can be compared to other industries and jurisdictions, and from year to year and it can report from two different perspectives (Product and Industry). This data provides credible economic research about culture to governments and the culture sector, detailing the economic importance of culture and sport in the provinces and territories.

Data from 2010 was released from Culture Satellite Account in June 2015 and was reported on in last year's Accountability Report Culture indicators from 2010 – 2014 (released by Statistics Canada in May, 2016) showed trends over a five-year span. The data indicates culture GDP for Nova Scotia in 2014 was \$949 million, an increase of 15.3% over 2010. Culture provided 13,874

culture jobs in 2014 in Nova Scotia. Additional economic information about culture will become available next year as new modules are introduced including areas such as Trade, and Municipal Indicators. The next full update of the CSA will become available in 2017.

- Resources were not available to pursue the e-commerce initiative with Nova Scotia Archives and the Nova Scotia Museum in 2015-2016.
- Acadian Affairs supported the participation of Acadian artists to cultural events in France and Louisiana. These are excellent opportunities to showcase and promote Nova Scotia's francophone talent and strengthen cultural and business relationships.
- Acadian Affairs supported the delivery of business development services to Acadian and francophone entrepreneurs and the development of social enterprise by the Conseil de développement économique de la Nouvelle-Écosse (CDÉNE) on behalf of government.
- Completion of the new Ross Farm Learning Centre was critical to moving forward with plans for the development of a social enterprise model for the site's operation. The Centre was completed in March 2016. As well, staff hired consultants who delivered a workshop with stakeholders, conducted interviews with stakeholders and completed a study that will inform next steps. The recommendation was to begin planning for a social enterprise extension of the New Ross District Museum Society in three to four years.
- Acadian Affairs collaborated with the Conseil du développement économique de la Nouvelle-Écosse (CDÉNE) on a project to build organizational capacity with francophone community media. Consultants advised the francophone community radio stations on governance and fiscal management, and helped them prioritize future actions. Workshops and strategic planning sessions were held with staff, directors and volunteers. Two stations were assisted with upgrading software which will allow them to improve programming.
- Acadian Affairs supported Nova Scotia's only French language newspaper, Le Courrier de la Nouvelle-Écosse, with the implementation of its succession plan.
- Nova Scotia Archives completed the digitization of past issues of Le Courrier from 1937-2002 and will include these in its digital collection accessible to the public.

CCH Strategic Priority 4: Diversity and Social Equity

CCH will champion the benefits of diversity and social equity in program delivery and celebrate cultural identities of all Nova Scotians.

Outcome	Measure	Strategic Actions to Achieve Target
Nova Scotia is a province that champions increased diversity, social equity in program delivery and the celebration of cultural identity.	Community capacity building and awareness and support for diverse communities	• Establish, in partnership with Labour and Advanced Education and Nova Scotia Community College, a distance education project to connect rural African Nova Scotians to the trades, science and technology employment fields. • Implement, in partnership with Capital Health and Department of Health and Wellness, the Brotherhood Initiative to address the health disparities and access issues faced by African Nova Scotian males. • Work with Doctors NS to provide an article, to be released October 2015, about access to libraries as a determinant of health. • Partner with Office of Immigration, Labour and Advanced Education, Municipal Affairs and others as determined, to more strategically ensure Nova Scotia has open, inclusive and welcoming communities. • Analyze data and deliver results from the Culture Index and Sensemaker projects related to cultural identity in Nova Scotia. • Coordinate and support communities in the celebration of African Nova Scotia, Gaelic and Mi'kmaq heritage months, Acadian Day celebrations and Heritage Day.

CCH Strategic Priority 4: Diversity and Social Equity		
CCH will champion the benefits of diversity and social equity in program delivery and celebrate cultural identities of all Nova Scotians.		
Outcome	Measure	Strategic Actions to Achieve Target
		Lead the NS Public Libraries Diversity Services Working Group to develop and expand multilingual collections in public libraries, with a focus on Mi'kmaq.
	Accessible and equitable government service delivery	- Deliver Gaelic language training and cultural awareness training for public servants. - Support the delivery of services in French from the department and across government through programs and services.

Measure: Community capacity building and awareness and support for diverse communities

- Preliminary work took place between African Nova Scotian Affairs and the Department of Labour and Advanced Education to develop distance education opportunities for African Nova Scotians.
- To address the issue of access to primary health care services faced by African Nova Scotian males, the Nova Scotia Brotherhood initiative delivered 39 clinical appointments, health and wellness activities, and navigation visits between September 2015 and March 2016. The initiative provided three health promotion and education sessions and the delivery of ten community health programmes for men of African descent to improve health outcomes within the African Nova Scotian community. Seven health brochures on diabetes, colon health and nutrition were developed. The Brotherhood Initiative in partnership with the Department of Health and Wellness and Capital Health has begun to establish health data and research on the African Nova Scotian community.
- CCH collaborated with the Department of Health and Wellness to produce materials promoting libraries' role in patient and community health. Partnering with Cancer Care Nova Scotia, a core collection of resources was developed and made available through all public libraries. Collaboration with the Nova Scotia Health Authority provided digital access

to the over 300 Nova Scotia Health Authority patient education information pamphlets for public libraries.

- Acadian Affairs supported the Nova Scotia Office of Immigration with the development of a French version of their website as well as a new bilingual online system for processing immigration requests. These tools will help potential immigrants and new residents access information about the immigration process, and assist government in processing applications.
- CCH worked with the Department of Education and Early Childhood Development and the Office of Aboriginal Affairs through the treaty education implementation committee to support the treaty education Memorandum of Understanding with the Mi'kmaq community of Nova Scotia.
- CCH participated in government's Syrian settlement advisory committee, led by the Office of Immigration. A Syrian cultural initiative will be presented in 2016-17, as a result of the department's support.
- Work took place with the Department of Business and the Department of Municipal Affairs as those departments moved forward to provide internet access in rural and remote communities. This initiative builds on the province's work with Community Access Sites (CAP), which was transferred to CCH in 2015-2016.
- 'Culture Stories', is a research initiative which examines the social impacts of culture through the use of stories using Sensemaker software. The data collection is expected to begin following the public consultation phase of the Culture Action Plan.
- CCH coordinated and supported communities in the celebration of African Nova Scotia, Gaelic and Mi'kmaq heritage months, Acadian Day, and Heritage Day:
 - African Nova Scotian Affairs was involved in over 60 African Heritage Month events/activities. ANSA facilitated 12 civic proclamations throughout the province and partnered with more than 20 community groups during the month.
 - Gaelic Affairs coordinated initiatives and events for Gaelic Awareness Month including, developing a theme for month, organizing an official provincial launch at Province House, and supporting numerous activities to promote greater awareness of Gaelic language, culture and identity
 - Acadian Affairs administered the Vive l'Acadie Community Fund program and distributed \$30,200 from the sale and renewal of Acadian licence plates to 10 regional Acadian and francophone organizations to support cultural projects

including the Festival du bon temps, celebrations to recognize National Acadian Day, the Festival des cultures francophones, and a gala celebration for the 40th anniversary of the Festival de l'Escaouette.

- Public events were held in celebration of Nova Scotia Heritage in February 2016. The 2016 honoree was Joseph Howe. As part of the celebrations a flag for Heritage Days was unveiled and flown for the first time. The design was inspired by designs from Nova Scotia's youngest citizens.
- Nova Scotia Archives produced a digital resource, 'No. 2 Construction Battalion: Nominal Roll', for African Heritage Month; and a virtual exhibit, 'Sydenham Howe's Scrapbook: Joseph Howe and His World' for Heritage Day (Joseph Howe, 2016 honoree). The Nova Scotia Museum released a Joe Howe heritage day Infosheet, and produced web content via the curator of history blog. The Nova Scotia Museum maintains a resources page on our website for Mi'kmaq Heritage Month.
- Work took place with the Nova Scotia Public Libraries' Diversity Services Working Group to obtain Mi'kmaq core collections for public libraries.

Measure: Accessible and equitable government service delivery

- Gaelic Affairs organized two levels of Gaelic language sessions and 4 Intro to Gaels awareness sessions: 18 public servants registered for Gaelic language session held in fall 2015 and spring 2016 and 35 public servants registered for Intro to Gaels awareness session held in Halifax and Antigonish.
- Acadian Affairs coordinated the delivery of French language training with 600 places filled, and delivered 4 Acadie at a Glance workshops to 24 public servants; CCH departmental employees were encouraged to attend.
- Acadian Affairs provided over \$800,000 from the Canada-Nova Scotia Agreement on French-language Services to 13 departments and government agencies to increase the availability and accessibility of government services in French. This included new services from Service Nova Scotia, early intervention services for children, a gambling addiction network website, and public health documents. Support was also given to CNS translation services, which contributed to increasing the quantity of letters, documents, website content, and other information available in French.
- Acadian Affairs managed Government's French-language Twitter account @GouvNE, to inform the public of government services and important information in French: 297 tweets

or retweets were sent during the fiscal year and the account had more than 700 followers as of March 31, 2016.

- Acadian Affairs also managed the "Affaires acadiennes" Facebook page to promote government's French-language services. More than 250 posts on French-language services were made during 2015-2016.
- Acadian Affairs collaborated with the French-language Services Coordinating Committee to encourage and promote the "active offer" of French-language services. New *Bonjour!* lapel pins were ordered and distributed, the guide *Practical Tips for Providing Services in French / Conseils pratiques pour offrir les services en français* was revised and expanded; with design to be completed in 2016-2017.

5. Appendix A

Public Interest Disclosure of Wrongdoing Act

Information Required under Section 18 of the Act

The number of disclosures received	Nil
The number of findings of wrongdoing	Nil
Details of each wrongdoing	N/A
Recommendations and actions taken from each wrongdoing	N/A